

GSA

**Service Portfolios
&
Human Capital and Training Solutions
(HCaTS)**

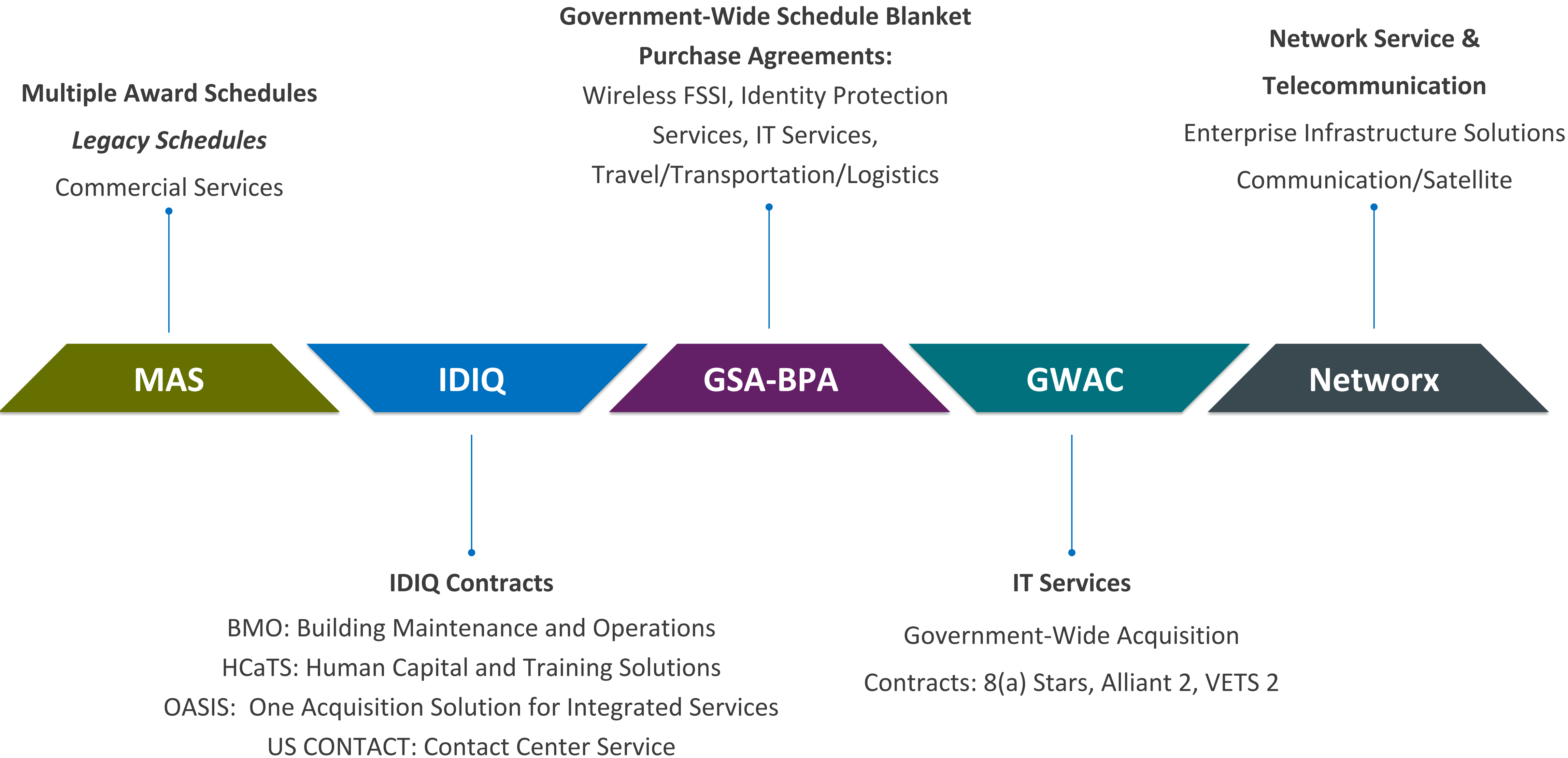
By: Nasim Lashaninejad





What are the customers options?
And How to find/choose the right vehicle?

Obtaining Service through GSA



Networx

Cost Saving: ~27%



- ☐ Unique Ordering Procedures – DPA required
- ☐ Providers are AT&T, Verizon, CenturyLink, Level 3

MNS

-- Managed Network Services (MNS)

- Infrastructure for Real time proactive network monitoring
- Rapid trouble shooting
- Service restoration

Security Service

-- Security Service (Antivirus Management, Intrusion Detection/Prevention):

- Complete data, voice and security solutions
- Protect agencies against security threats

PL/VPN, etc

-- Private Line, Toll Free, Voice, Customer Specific Design and Engineering Services

GWAC

GWAC

- Ordering Period: 10 Years (5-yr Base and a 5-yr Option)
- Customized IT solutions: Systems Design, Software Engineering, Information Assurance, Enterprise Architecture Solutions

Cost Saving: ~9%

BIC

8(a) STAR II

- Highly qualified, certified 8(a) disadvantaged SB
- \$10 Billion Ceiling
- NAICS: 541511 Custom Computer Programming Services, 541512 Computer Systems Design Services, 541513 Computer Facilities Management Services, 541519 Other Computer Related Service

Cost Saving: ~16%

BIC

Alliant 2

- 100% set-aside Alliant Small Business
- \$50 Billion ceiling
- Comprehensive IT-based solutions, Robust scope aligned with Federal Enterprise Architecture and DOD
- NAICS: 541512 Computer Systems Design Services (scope is broader)

BIC

VETS 2

- 100% Service-Disabled Veteran-Owned Small Business
- \$5 Billion ceiling
- IT requirement with new and emerging technologies

GSA-BPA

GSA- BPA

Cost Saving: ~22%

BIC FSSI BPAs

Professional /IT

Travel/Logistic

- ❑ FAR Part 8.405-3 Ordering Procedures (with Direct Order)
- ❑ Orders Period of Performance: 5 Years
- ❑ Commercial Requirements Only
- ❑ The need to periodically compare multiple technical approaches or prices

-- Federal Strategic Sourcing Initiative BPAs:

- Wireless/Cellular FSSI - *Mandatory Source*
- JanSan: Janitorial & Sanitation Supplies except those available on AbilityOne
- MRO: Maintenance, Repair & Operation
- Furniture (*Mandatory Source for PBS by GSA-AAS*)

-- Specific IT/Professional Services:

- Identity Protection Services (IPS) – *Mandatory Source*
- Salesforce
- Software Purchase Agreements (formerly SmartBUY)

-- Travel, Transportation, Logistics:

- Emergency Lodging

Indefinite Delivery- Indefinite Quantity (IDIQ)

IDIQ

- ❑ FAR Part 16.505 Ordering Procedures – DPA Required
- ❑ Ordering Period: 10 Years (5-yr Base and one 5-yr Option)
- ❑ Non-Commercial & Commercial Requirements

Cost Saving: ~22%

BIC

BMO

-- Building Maintenance and Operation

Cost Saving: \$12,250 per Order

BIC

OASIS

-- One Acquisition Solution for Integrated Services

Cost Saving: ~4-15%

BIC

HCaTS

-- Human Capital and Training Solutions

USCON

-- Contact Center Support Services

Legacy Schedule – 12 Categories

MAS

- FAR Part 8.405 Ordering Procedures - Commercial Services Only
- Ordering Period: 20 Years (5-yr Base and three 5-yr Options)
- NAICS Code base (12 Categories)

Service

Products

- **IT Services:** Cybersecurity, Telecommunication, Healthcare IT, PKI SSP Programs, ACCS, CDM, ICAM
- **Furniture & Furnishings:** Flooring, Services, Fitness Solutions
- **Industrial Products & Services:** Maintenance/Repair Machinery
- **Travel:** Employee relocation, lodging, Travel agent
- **Security & Protection:** Marine & Harbor, Security Animals, Security Services
- **Transportation & Logistics:** Packaging, Transportation
- **Professional Services:** Business Administration, Environmental, Financial, IPS, Language, Logistic, Legal, Marketing/Public Relation, Technical & Engineering (Non-IT), Training services
- **Human Capital:** Background Investigation, Compensation & Benefits
- **Office Management:** Audio/Visual Services, Document, Media, Office Services
- **Facilities:** Maintenance/Repair Services
- **Scientific Management & Solutions:** Search, Navigation, Testing, Laboratory
- **Misc.**

Human Capital & Training Solutions

Professional Services (Other than IT, Human Capital, Training)

IT Services

Other

*HCaTS

Complex, total solution for Human Capital and Training Services

*OASIS

Complex, total solution for professional services

*Networkx

Infrastructure, complex network and communication service

*GWAC

Customized, system design Engineering solutions

USCON

Contact Center

*GWAC

Customized, system design Engineering solutions

Legacy Schedule (738X)

Basic HR Functions

Legacy Schedule (736)

Temporary Staffing

Legacy Schedule (00CORP)

Basic Training Service except HR-specific training

Legacy Schedule (00CORP)

Basic professional service

*GSA-BPA- IPS

Identity Protection Service (IPS)

Legacy Schedule (76)

Subscription, Publication, Library Services

Legacy Schedule (70)

Commercial IT Services (Hardware/Software)

*GSA-BPA -FSSI

IT Services with Periodic pricing comparison needed, Wireless service, Software purchase

*BMO

Building Maintenance/ Ops

GSA- BPA - Janitorial

Janitorial Maintenance Service

GSA-BPA -Logistic

Emergency lodging/travel

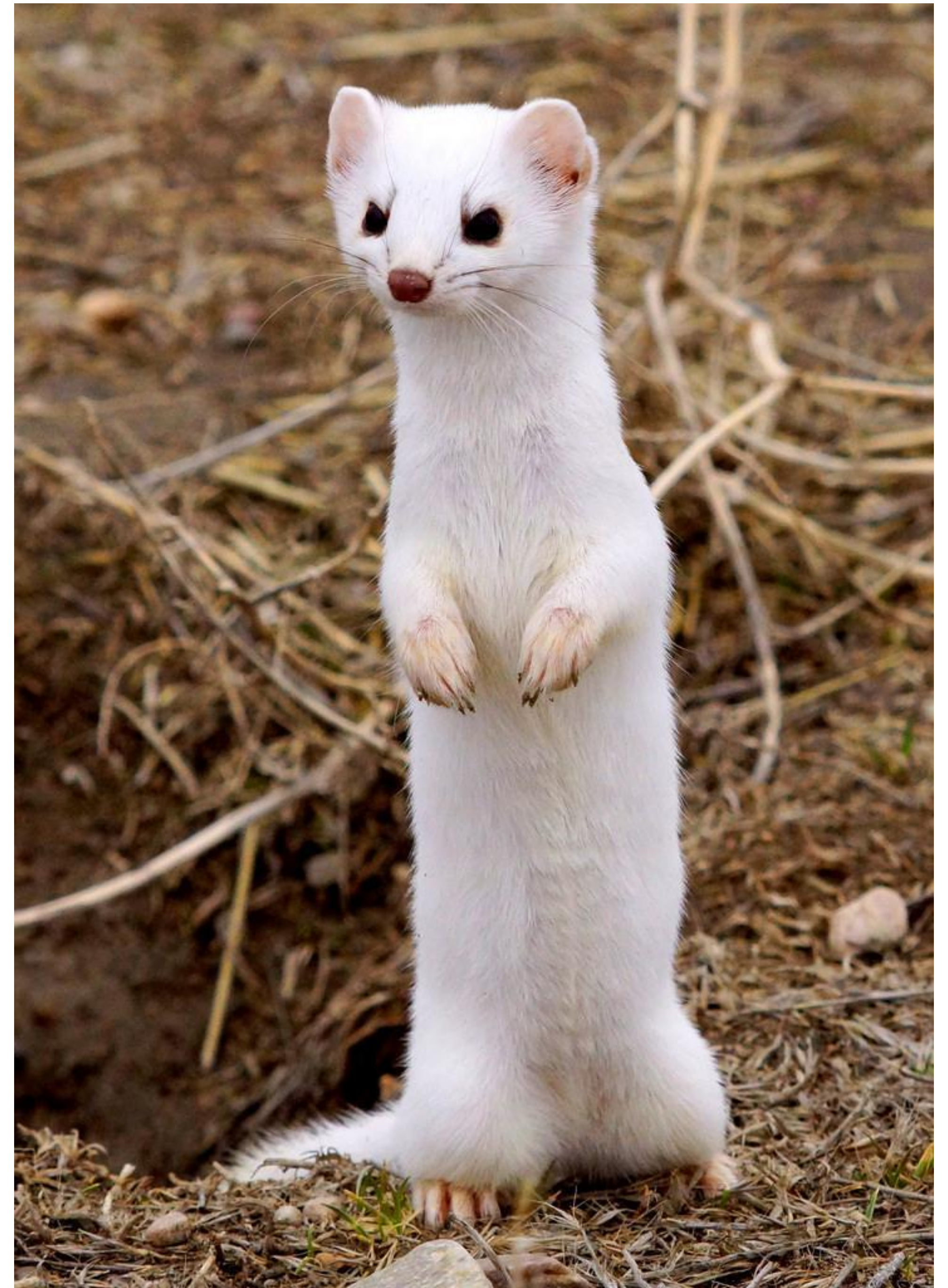
Legacy Schedule (48)

Transportation/relocation

Non-Commercial

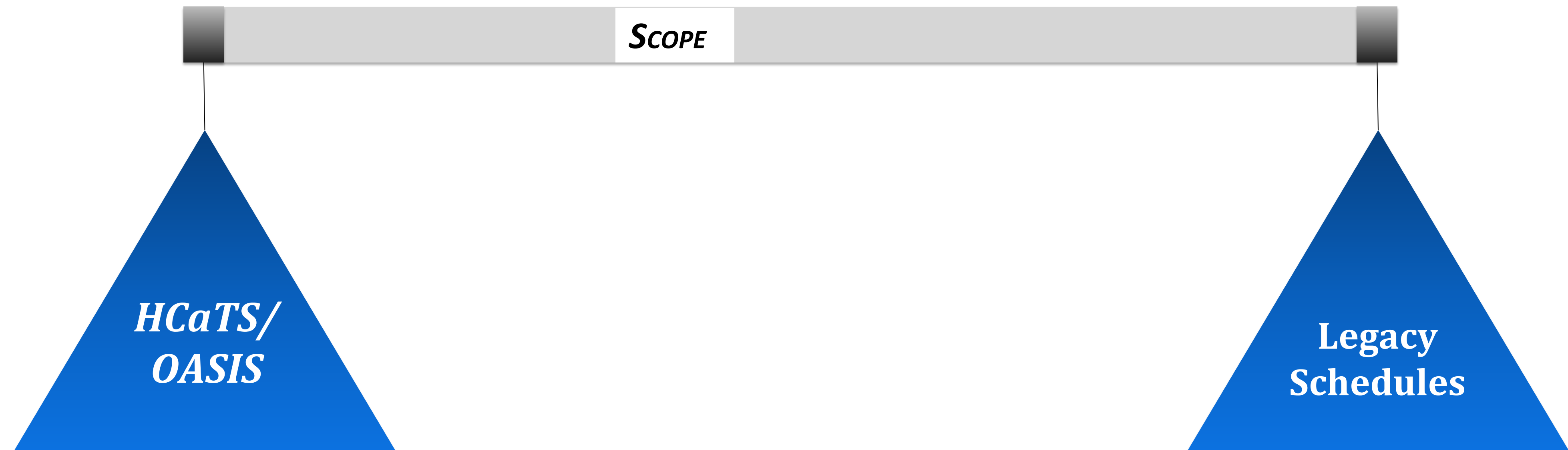
Commercial

How to choose the right Vehicle?



Asking the right questions....

1. Is there Best-In-Class vehicle available for the requirement?
2. Is the requirement Commercial or Non-Commercial?
3. The scope of the requirement falls under which vehicle? (Preponderance of the Work)





Best-In-Class (BIC)

Committed to sustaining the category management principles

- ❑ **Assists in optimization of Spend Under Management (SUM)**
- ❑ **Offers the best pricing and terms & conditions**
- ❑ **Reflects the strongest contract management practices**
- ❑ **Increases opportunities for small businesses & meet small business goals**

Best-In-Class Solution



Why we should be using BIC Vehicles?

**Favorable,
pre-negotiated
terms & rates;
avoiding
time-consuming
process of
new/redundant
solicitation**

**Market research &
forecasting for
government-wide
insights into buying
behaviors are
growing more
robust**

**migration to
mature,
market-proven
solutions and
facilitate the
optimization of
spend**

Best-In-Class Solution



Is using BIC solutions mandatory?

Some BIC
vehicles are
mandatory:
IPS , Wireless
Service

FY 19, agencies
were responsible
for funneling 37%
of
BIC-addressable
Req

FAR 1.102,
Gov't buyers
must practice
*"sound business
judgement"* to
identify
best-value
solution

It Depends... Always consider BIC contract because they are preferred Gov't-wide vehicles

[Link to Complete List of Current BIC Vehicles on Acquisition Gateway](#)

BEST-IN-CLASS.... SO WHAT?

Thoroughly vetted
contractors


Mature &
market-proven

Maximize shared
purchasing power

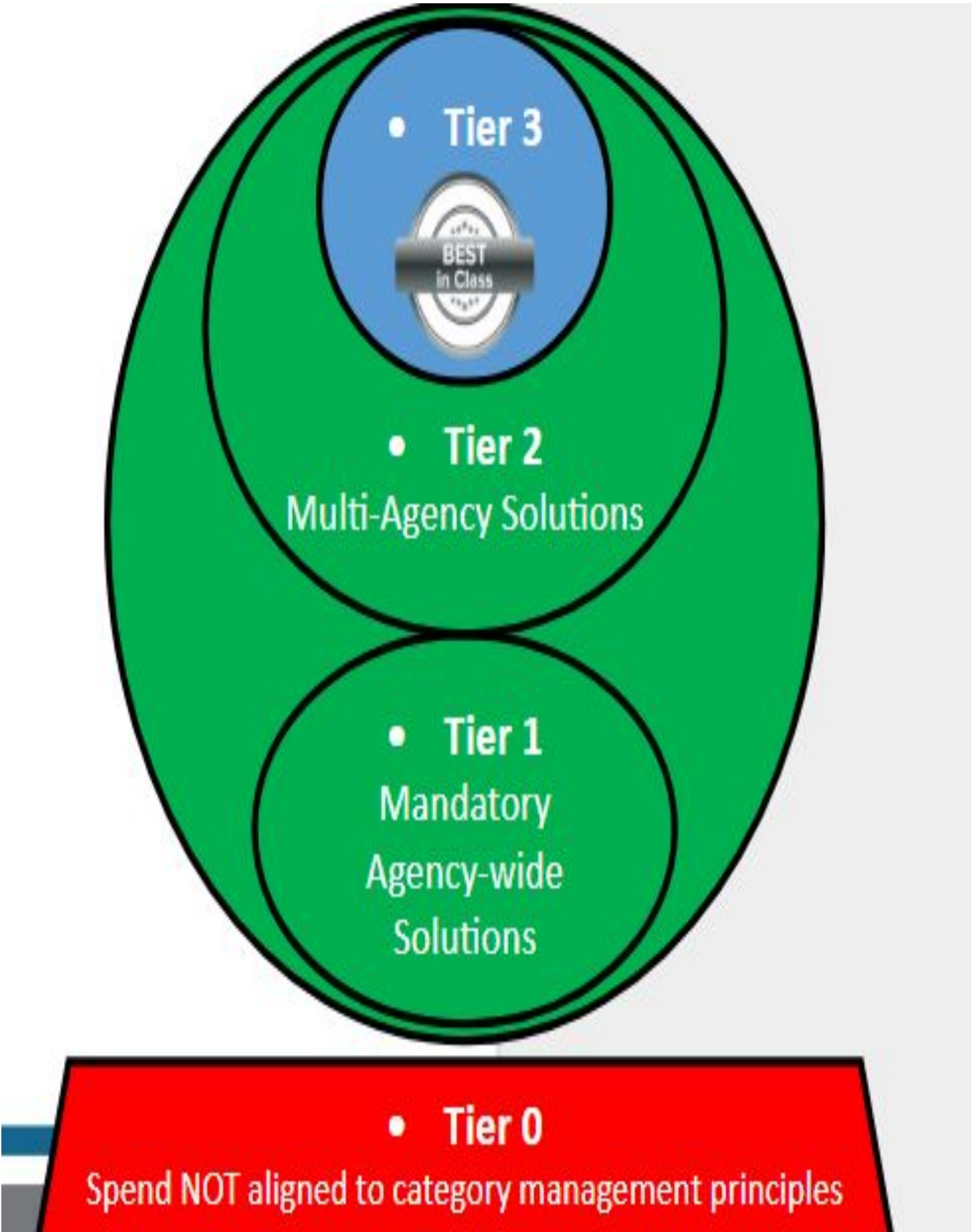
Reduce
administrative costs
& contract
duplication

- ✓ **Reduce Acq Lead Time** (for HCaTS ~ 4 months)
- ✓ **Efficiency** (streamlined process, freeing up acq staff for high-priority mission work)
- ✓ **Cost Saving** (HCaTS claims ~4-15% cost reduction)
- ✓ **Competition** (Mature Pool of Contractor)
- ✓ **Meeting Small Business Goal & BIC Goal**

Best-In-Class (BIC) Vehicles

TIER DEFINITION			
Tier		Defining Attributes	
Less mature ↑ More mature ↓	Unmanaged	No / limited formal Category Management strategies	Open Market or New Contracts
	Tier 1	Agency-wide Strategies <ul style="list-style-type: none">• Agency-level category leaders• Category analyses complete• Agency-level metrics	NETCENTS 2
	Tier 2	Cross-Agency Collaboration <ul style="list-style-type: none">• Sharing data across agencies• Emerging use of Government-wide solutions• Cross-agency metrics	GSA Schedule Contract
	Tier 3	Adherence to Government-wide Strategies <ul style="list-style-type: none">• Government-wide category managers• Consistent use of Government-wide strategies, solutions and tools	

[Learn more about BIC Vehicles](#)



Getting Started

Direct Buy

- Choose the best vehicle that fits the requirement
- Conduct acquisition processes
- Any questions, contract the Master Contract PMO team (blow links)
- *Must attend **DPA Training** to use IDIQ

CAF

Assisted Acquisition Service (AAS)

- GSA conducts acquisition processes
- GSA AAS team choose the best vehicle that fits your requirement, or conduct Open Market
- Additional AAS Fee (negotiable)

*CAF +
AAS Fee*

Contact

**GSA – Customer Service
Director Offices**

- ✓ **We show you the right vehicle(s) to fulfill your requirement**
- ✓ **Conduct market research, if necessary:
Issuing RFI under, etc.**

>> Customer and Stakeholder Engagement <<
[\(Link\)](#)





HCaTS Overview

- OPM & GSA Partnership
- 2 Multiple-Award IDIQ Contracts (*not schedule*)

HCaTS-U
(Unrestricted)

HCaTS-SB
(100% SB Set-aside)

(Unrestricted)

(100% SB Set-aside)





HCaTS Status

Testimonial

- ❑ 56 Agencies as Customer; ~900 DPA Training; ~300 DPA issued
- ❑ ~600Mil Task Orders;
- ❑ Formally adopted into the DHS strategic sourcing portfolio on October 30, 2018 as a mandatory source (up to \$200Mil annual spent)



HCaTS Features

Comprehensive Single Platform across Federal Government for Acquisition of Complex Human Capital and Training Solutions **(TOTAL)**

- ✓ Easy to use!
- ✓ Maximum Flexibility at TO level with no Ceiling
- ✓ Maximizes SB Utilization Goals
- ✓ Allows ALL contract types (including Hybrid)
- ✓ Allows Commercial or Non-Commercial Procedures
- ✓ Allows for Classified/Non-Classified Services, CONUS/OCONUS
- ✓ No protest for In-Scope TO under \$10 million!



HCaTS Scope

KSA 1

Customized Training and Development Services

- Technical/General Skills
- Management & Leadership Support
- Knowledge & Competency Training
- Career Development & Coaching

KSA 2

Customized Human Capital Strategy Services

- Talent Management
- Integrated Business Management
- Change Management
- Performance Management
- Employee Value Proposition

KSA 3

Customized Organizational Performance Improvement

- Performance Metric Improvement
- Strategic Planning & Alignment
- Facilitation & Data Analytics
- Business Process Improvement & Reengineering
- Org Assessment & Transformation



Ancillary Services

Other Direct Costs



HCaTS Scope: Examples

Dep. of Homeland Security

Discover & implement Cybersecurity protocols

via National Cybersecurity Awareness;
Cybersecurity Education; Workforce Structure & Development

Centers for Disease Control

\$1.2B, Managed its explosive growth in global health programs
**containment of Ebola crisis & implementing Global Health Security
Agenda**

eSchool of Graduate Professional Military Education for U.S. Air Force

Air University: Develop warfighting ability/leadership capability for joint officer corps. Produce strategically minded joint leaders, and senior officers who can develop and execute national military strategies.

Career Development Program for Dept of Homeland Security:

Provide all labor, supervision, expertise, transportation, equipment, supplies to manage, mentor, and market the 0132 job series.





HCaTS Scope: Examples

500 individual courses; each requires:

Develop Instructor Led Training course, in-Person Survey, Provide
Mentorship to Senior level
Update Curriculum to match w/ new policies

Re-design for new hiring process for EDA:

Classification & Position management
Create Performance Description and Classify
Conduct Desk Review

2020 U.S. Census Bureau Decennial Field Operations Training:

Develop and revise online and classroom training modules for various
operations in support of the 2020 Census.

Revise & conduct assessment centers for promotion program;

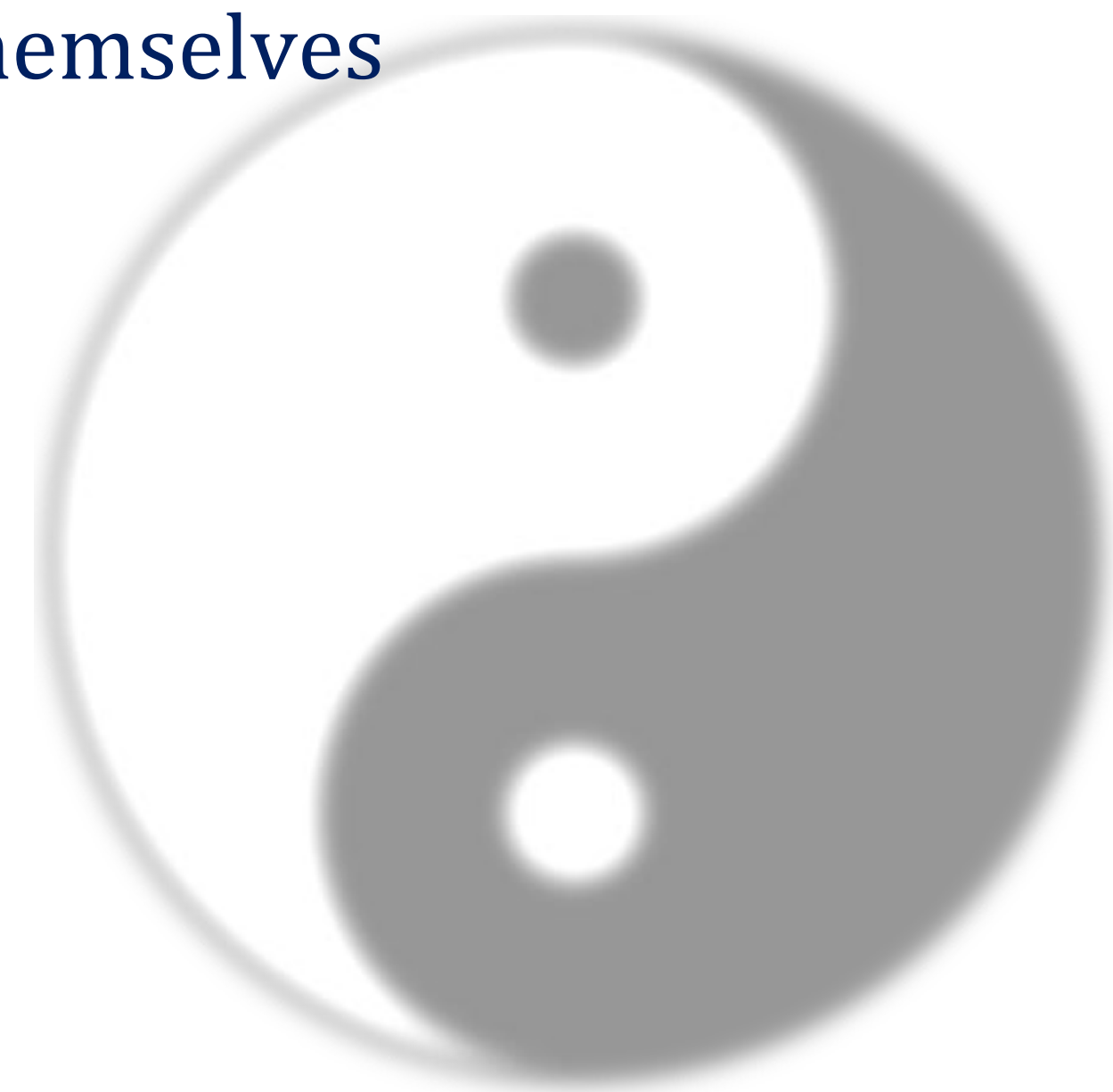
Develop multi-day curriculum of **interdependent topics** to improve
operational focus on Personal Readiness, Error Reduction, and Warfighter
Mindset





HCaTS Scope

- Has multiple disciplines
- Has significant IT components but are not IT requirements in & of themselves
- Has Ancillary Support & Other Direct Costs (ODCs)
- Needs flexibility of contract type (Cost-type, T&M, L-H, or hybrid)
- Any one or combination of all of the above





HCaTS Scope: Complex and Simple



HCaTS is not for Staff Augmentation!



Use Consulting instead of Staffing



HCaTS is not for Off-the-Shelf Training!



Add a customized component (survey, manage registration, tailor to your agency's specific needs)



GSA

HCaTS Pools and NAICS

Training Solutions

611430 - Professional & Mgt Development Training

611699 - All Other Misc. Schools & Instruction

624310 - Vocational Rehabilitation Services

POOL 1

Max-Order: \$3.45B

Size Standard: \$11M

Human Capital

541611 - Administrative/General Mgt Consulting Services

541612- Human Resources Consulting Services

541613 - Marketing Consulting Services

541618 - Other Management Consulting Services

611710 - Educational Support Services

POOL 2

Max-Order: \$2.3B

Size Standard: \$15M

***Always refer to HCaTS Scope (KSAs) to determine the scope**



GSA

HCaTS Competition Pools

HCaTS-SB

40 Ktrs

38 Contractors

Pool 1

- 8(a): 7
- VOSB: 9
- SDVOSB: 7
- WOSB: 17, EDWOSB: 10

36 Contractors

Pool 2

- 8(a): 4
- HUBZone: 2
- VOSB: 12
- SDVOSB: 9
- WOSB: 9, EDWOSB: 2

HCaTS-U

49 Ktrs

35 Contractors

Pool 1

44 Contractors

Pool 2

*Min goal of 50% for SB subcontracting

Total:

153 Contracts

106 Contractors



HCaTS Proposition – Advantages:

- ❑ Best In Class (extensive vetting process)
- ❑ FAR Part 16.505 Streamlined Ordering Process applies:
 - Synopsizing or Posting Solicitation on FBO is NOT applicable! (unless for exception to fair opportunity)
 - No protests is allowed for in-scope task orders less than \$10M
 - FAR Part 15.3 ordering procedures DO NOT apply!
 - BPAs and IDIQs are not allowed (Be creative: use Cost Type, Option CLINs)
- ❑ Maximum Flexibility for Ancillary Support (Labor, Materials, ODC)
- ❑ FAR Clauses Automatically Flow Down, Subcontracting is managed at the Master Level
- ❑ No Need for Responsibility Determination
(all awardees have been determined to be Responsible (FAR PART 9)!
- ❑ No restriction in CLIN or Labor Categories
(Labor Categories can be added)
- ❑ Pricing is based on the competition at the task order level
(competitive pricing in each pool in addition to in each socio-economic subgroups)
- ❑ Customers reach BIC goal and Small Business/Socio-economic goals
(except for 8(a). However, by the end of FY20 HCaTS 8(a) will be added.)

HCaTS

Best In Class

FAR 16.505

**Max Flexibility
(Labor, Contract
Type, Ancillary
Support)**



Good-to-Know Resources

Use these tools as part of your Acq Planning, Developing IGCE, F&R Determination, and more:

- ❑ Discovery Tool (Find the vehicle based on KTRs Capability): <https://discovery.gsa.gov/>
- ❑ GSA CALC (Labor rates market research tool): <https://calc.gsa.gov/>
- ❑ Use OASIS Price Estimating Tool (PET): <https://oasispet.gsa.gov/>
- ❑ Acquisition Gateway: <https://hallways.cap.gsa.gov/>

Learn more about GSA programs:

[Legacy Schedules](#)

[HCaTS](#)

[OASIS](#)

[GSA-BPA](#)

[GWAC](#)

[Networx](#)

HCaTS

- Technical/General Skills
- Management & Leadership Support
- Knowledge & Competency Training
- Career Development & Coaching
- Talent Management
- Integrated Business Management
- Change Management
- Performance Management
- Employee Value Proposition
- Performance Metric Improvement
- Strategic Planning & Alignment
- Facilitation & Data Analytics
- Business Process Improvement & Reengineering
- Org Assessment & Transformation

- Customized Training and Development Services
- Customized Human Capital Strategy Services
- Customized Organizational Performance Improvement

- ✓ **Best-In Class Status!**
- ✓ 100% Small Business Set-aside (with total socio-economic diversity)
- ✓ Pricing is based on Competition at the Task Order level
- ✓ Allows for all Contract Types
- ✓ Allows for Classified/Non-classified, CONUS/OCONUS, Commercial/Non-Commercial
- ✓ Allows for Ancillary Support & Other Direct Costs
- ✓ CAF Fee of 0.75% (Fix)



More info visit: www.gsa.gov/hcats

Total Solution for all Human Capital and Training Solutions

OASIS

- Engineering and Environmental Services
- Offices of Certified Public Accountants
- Tax Preparation Services
- Payroll & Other Accounting Services
- R&D in the Social Sciences and Humanities
- R&D in Biotechnology
- R&D in the Physical, Engineering, and Life Sciences (except Biotechnology)
- R&D in Other (non-engine) Aircraft Parts, and Auxiliary Equipment
- R&D in Space Vehicles, Guided Missiles (Propulsion Units & Parts, and Auxiliary Equipment)
- R&D in Aircraft, Aircraft Engines, and Aircraft Engine Parts

- Program management services
- Management consulting services
- Logistics services
- Engineering services
- Scientific services
- Financial services

- ✓ **Best-In Class Status!**
- ✓ 100% Small Business Set-aside (with total socio-economic diversity)
- ✓ Pricing is based on Competition at the Task Order level
- ✓ Allows for all Contract Types
- ✓ Allows for Classified/Non-classified, CONUS/OCONUS
- ✓ Allows for Ancillary Support & Other Direct Costs
- ✓ Contract Access Fee: varies



More info visit: www.gsa.gov/oasis

Total Solution for all Professional Services

Legacy Schedule (Professional Services)

Professional Services Schedule (PSS):

- Integrated Consulting Services
- Training Services (Simulation Training, Off-the-Shelf Training Devices/Materials)
- Acquisition Management Support
- Integrated Business Program Support Services
- DAU/FAI Certified DAWIA/FAC Acquisition Workforce Training
- Strengthening federal environmental management goals in Electronics Stewardship
- Environmental management systems
- Pollution prevention, cleanup & restoration
- HAZMAT
- Engineering, Analysis, Design
- Construction Management
- Translation & Interpretation
- Acquisition Management

More info visit [GSA Professional Service Schedule \(PSS\)](#)

Advertising & Marketing Solutions

Business Consulting Solutions

Environmental Solutions

Financial & Business Solutions

Language Services

Logistics Solutions

Professional engineering Solutions

- Program/Project Management
- Supply Management
- Accounting, Audits & Risk Analysis
- Data Breach Analysis
- Public Relations
- Electronic Recycling

**** IFF Fee of 0.75%***

All Training Services except HR-specific -- Basic Professional Services

Legacy Schedule (736)

Temporary Staff, ranging from secretaries to accounting clerks and attorneys.

- ✓ 100% Small Business Set-aside
- ✓ Min time available as short as ONE day!
- ✓ Max time of 240 days (120 days initial and an option to extend 120 days; 5 CFR Part 300)
- ✓ Various Occupations, such as:
 - Administrative and clerical support
 - Automatic data processing
 - General services and support
 - Information and arts
 - Technical and professional

736-1	Administrative Support & Clerical Occupations
736-2	Automatic Data Processing Occupations
736-3	General Services & Support
736-4	Information & Arts Occupations, Including Miscellaneous Occupations
736-5	Technical & Professional Occupations

More info visit [GSA-736 Schedule](#)

**** IFF Fee of 0.75%***

Temporary Staffing

Legacy Schedule

(738x)

- Human Capital Management
 - Administrative Support
 - Social Services
 - Equal Employment Opportunity (EEO)
-
- ✓ 70% Small Business Vendors
 - ✓ Reflects OPM Human Capital Business References Model (HCBRM) Framework
 - ✓ Highlights the HR Administrative Support
 - ✓ Each SIN is mapped to PSC and NAICS Codes
 - ✓ All Ancillary Services are under SIN 595-11

More info visit [GSA-738x Schedule](#)

595-2	Talent Acquisition
595-3	Talent Development
595-4	Employee Performance Management
595-5	Compensation & Benefits
595-6	Separation & Retirement
595-7	Employee Relations
595-8	Labor Relations
595-9	Workforce Analytics & Employee Record
595-10	Agency Human Capital Evaluation
595-11	Administrative Support Services
595-21	Agency Human Capital Strategy, Policy & Operational Planning
595-22	Private Shared Service Center for Core HR Services
595-25	EEO Investigations & Training
595-26	Private Shared Service Center for Non-Core HR Service
595-27	Pre-Employment Screening/Background Investigations
595-28	Social Services: EAP, Veterans Readjustment & Behavioral Health Services

* IFF Fee of 0.75%

Basic HR Functions

Legacy Schedule

(76)

- Online/hard copy periodicals, books, desk references
- Professional journal and technical publication
- Broadcast & multi-media entertainment services
- Covering news, business trends, consumer reporting and cable updates
- Mailing list, virtual library maintenance
- Advanced search linking for military, business, security, technical or intelligence applications

760-1	Books and Pamphlets
760-2	Periodicals, Subscriptions Services
760-3	Editorial, Publishing, and Library Media Services
760-4	Online Book Selling Services and Associated Items
760-5	Lending Library Services
760-6	Entertainment, News, and Library Media

More info visit [GSA-76 Schedule](#)

* IFF Fee of 0.75%

Thank you!

